



# UCFT NEWSLETTER

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## BERKELEY DAY NURSERY STRIKE

For the past two weeks, the members of AFT Local 1630 have been participating in the first AFT strike in the state of California. The members of this local are the employees of the Berkeley Day Nursery, and they are striking the United Crusade, which owns and operates the nursery and is therefore the employer.

The situation at the Nursery, and the antics and attitude of the East Bay United Crusade in dealing with this strike are almost unreal. For example, the Nursery's cook, who has been at the job for the past 17 years, is paid a gross salary of \$250 per month. The highest paid teacher on the staff is paid \$350 monthly (before deductions). And the Nursery, which we assume is one of charitable functions of the United Crusade, serves the children of middle class families, even though the neighborhood in which it resides (2031 6th St, Berkeley) would seem to be able to offer many children whose need for pre-primary education is much greater. Finally, consider the reason for the strike. Local 1630 is asking for the reinstatement of four teachers who were fired from the staff of the nursery and who were, coincidentally, the original four members of the AFT there. The reason given for the dismissal of these four teachers was that they were not qualified to teach an "enriched program"; a program which does not now exist. On Saturday,

November 20th, negotiations began between the AFT and the board of the United Crusade, and the first three demands of Local 1630 were immediately met: a grievance procedure, recognition, and a union shop. These negotiations broke down, however, on the fourth demand: to rehire the four fired teachers for a period of ninety days while negotiations over their reinstatement continued. The board refused. Then the Alameda Central Labor Council offered to provide the food and personnel to keep the school open during negotiations, if the United Crusade would just keep the doors open. The Board again refused. The AFT and the ACLC continued to insist that the school must remain open during any further negotiations, and to do otherwise would be to ignore the obligation to the 60 children who attend the Nursery. The Board, however, remained unmoved, and indicated that the school would be closed.

On Monday and Tuesday afternoon, November 22nd and 23rd, Local 1570 set up picket lines in front of the homes of five important board members of the East Bay United Crusade, including Mrs E.O. Lawrence (president), Mrs Thomas Kent, Mrs Leonard B. Loeb, Mrs Wilson G. Combs, and Mrs James A Dorst. The picket signs demanded that the school remain open, and that the board member being picketed deal with the Union. The results of this action were almost immediate. An irate husband

threatened to punch the AFT attorney in the nose. The pickets were threatened with injunction proceedings. And an emergency meeting of the board was called for Wednesday evening, November 24th.

At that meeting, two decisions were formally made. The first, to close the nursery, and the second, to re-evaluate, at the next board meeting, the necessity of the Nursery School.

It would seem that the board is at least contemplating the permanent closing of the Berkeley Day Nursery as a method of dealing with the inequities which exist there and as a method of dealing with the American Federation of Teachers. If this action is taken, the Alameda Central Labor Council has indicated a desire to lease the property and re-establish the Nursery School on a legitimately charitable basis.

The next two or three weeks of this strike will be crucial ones, and the 12 members (out of 14 employees) of Local 1630 need our help. Besides caring for the children whose parents refuse to cross their lines, they must maintain these lines at both the Nursery and at the office of the Last Bay United Crusade. And since the Crusade is in the process of moving from one office to another, these lines must be maintained in front of both offices. The picket lines have thus far stopped the teamsters involved with moving furniture from carrying out the moving. And it is important that both lines be maintained to further hamper this relocation. Therefore, the Alameda Central Labor Council and the AFT have asked us to help with the maintenance of these lines. Any member of either Local 1570 or 1474 who can give any length of time on

any day during the next weeks at any time between 7:30 am and 5:00 pm is implored to call Keith at 849-0944 (leave a message if he isn't there). And for those members who cannot make the time to join us on the line, you are requested to call the members of the board whose numbers are listed on the last page of this newsletter and discuss their action, both past and future.

In addition to this action, there will be a picket in front of the board's meeting in the Claremont Hotel on Wednesday, December 8th, at 6:30 pm. The Alameda Central Labor Council has offered to match any number of pickets we provide, and a turnout of at least two hundred is hoped for. Members and their spouses are urged to participate.

#### CHANCELLOR HEYNS TO ADDRESS UCFT

On Tuesday, December 8th, Chancellor Heyns will address the membership of Local 1474 and Local 1570. Fred Stripp, president of Local 1474, has sent a letter to the chancellor suggesting that he speak on the general subject of collective bargaining at the University of California and that he be prepared to answer questions from the floor. Dr. Stripp included the following list of questions for the Chancellor's consideration:

1. Collective bargaining at the University of California
2. Check-off of union dues
3. Grievance procedure for academic non-senate employees
4. Social security for UCRS members (including Medicare)
5. Salaries and working conditions
6. TA cutback, and problems arising therefrom
7. Problem of the teaching load with anticipated higher percentage of Graduate students (or the latest thinking re the Master Plan)
8. Who signs collective bargaining agreements on the side of the University?



9. Tenure for librarians (re the Nov 5th directive to chancellors from President Kerr)

10. Is the Chancellor familiar with the Ross report of 1958? (it dealt with the University's relation with non-academic employees)

This important meeting will be held in 100 Lewis Hall at 8:00 pm (note change from 7:30 pm). All members of both locals are invited to attend.

#### INTER-UNION COUNCIL

Joel Goldfarb of Local 1474 reports that a meeting of the newly established Inter-Union Council will take place at 6:00pm in the Men's Faculty Club on Tuesday, December 7th, to discuss the common problems of all Labor Unions on the Berkeley Campus, and united action in dealing with these problems.

#### BOOKSTORE DISCOUNT

(reprinted from UCFT newsletter, Vol 1, No 1)

We have secured a 10% discount for all AFT members at Cody's Books, an excellent paperback book store at 2476 Telegraph Avenue, Berkeley (soon to be relocated in the new building on the corner of Telegraph and Haste). The discount can be obtained by showing your membership card.

#### AFT DISABILITY INCOME INSURANCE

New literature on the AFT Disability Income Insurance is now available from the editor of this newsletter. This insurance provides, at a low premium rate, for the daily payment of .5 to .20 to the insured when he is unable to work because of either sickness or accident. This coverage extends up to 1825 days in the case of accidents, and up to 365 days in the case of sickness. The amount of benefit paid varies with the type of plan (there are

two) and with the place of confinement (house or hospital). Members of either local who are interested in more information on the subject are instructed to call us at 849-0944.

#### 1570 LIBRARY CHAPTER MEETING

A meeting of the Library Chapter of Local 1570 will be held on Monday at noon, December 13th, in Library. The meeting will be addressed by Sid Ingerman, Corresponding Secretary of the Local. The new officers of Local 1570's Library Chapter are Tatiana Naniche, chairman, Sue Mattingly, treasurer, and Eugenie Candau, secretary.

#### PARTY PARTY PARTY PARTY

At 9:00pm this Friday, December 3rd, Local 1570 will hold a party at 1946 Dwight Way in Berkeley. There will be an admission charge of 50¢, and refreshments will be served. Records and tapes will provide the music for dancing, and the party will last until it ends. All members of both locals are invited to attend, as well as their friends and guests.

#### THE NUMBERS GAME

By Alan Covici

(Editor's note: This article was written in response to an article by University Librarian Donald Coney which appeared in a recent issue of CU News, a publication of the Library Administration. In his article, Mr. Coney referred to the page of statistics printed in the same issue of CU News, statistics reprinted from the AAUP Bulletin. Mr Coney evidently viewed these statistics as placing librarians in a favorable income bracket.)

Statistics are obliging, like a pet dog trained to do tricks for his master. In a table titled "Incomes in Professional Occupations" reprinted from the

June 1965 AAUP Bulletin by the latest CU news, the statistics of 48 occupations are assembled to demonstrate that librarians are tied for 4th place (with airplane pilots and navigators, no less!) in the percentage rise of their median incomes for the period 1949-1959. From \$2294 to \$4592 in only ten years -- why, that's a 100% increase! Impressive, isn't it?

Or you might find more impressive the fact that in 1949 librarians ranked 47th in this same list of 48 professional occupations. By 1959 they had soared to 41st place, outranking nurses, clergymen and dancing teachers. By 1969 it is estimated that librarians will be tied for 37th place with sports instructors and officials. Ahead of them will be funeral directors and embalmers, therapists and Healers, social and welfare workers, photographers, elementary and secondary school teachers, and -- by considerably more than 100% -- airplane pilots and navigators.

Statistics, anyone?

#### 1474 LIBRARY CHAPTER

There will be a general membership meeting of the Library chapter of local 1474 in room B-2, the Golden Bear, at 5:30pm on Thursday, December 2nd.

On Sunday, December 12th, there will be another membership meeting of Local 1474's Library Chapter, for the purpose of hearing an address by Mr. Whiting of KPFA on the subject of white collar unionism. The meeting will be held at 8:00 pm in 4039 LSB, and will be open to interested members of either local.

#### THE NEEDS OF DELANO STRIKERS

The strikers in Delano have an immediate need for raincoats. Please send money for this purpose

to Keith Nason, 1946 Dwight Way, Berkeley, or phone 849-0944. Incidentally, the leaders of the strike have a need for a pair of binoculars of at least 7 power. Any member possessing and willing to part with such an object may do so by contacting the above named individual.

#### COLLECTIVE BARGAINING IN LOCAL 1570

The various departments of Local 1570 have had extensive success in bargaining with their department chairmen and with the committees established by these chairmen for the purpose of dealing with graduate employees within the department. Included here is a recapitulation of some of these negotiations.

French: Last semester the Union's French TA's successfully negotiated for the establishment of a fair selection procedure to be used in hiring graduates for the department's summer jobs. However, some mistakes were made in the administration of this procedure for last summer's job applicants, and the Union renegotiated the issue this semester. At present, the Union will now review the selection of summer graduate employees made by the department and correct any errors that may have been made. The Union's French TA's were also successful in correcting a situation which existed in the French Library. Previously, the books in the library could not be borrowed by TA's, but negotiations on this subject led to the new policy of allowing books to be borrowed by all graduate students in the department. Another important gain was made when the French Department recognized the Union as the sole collective bargaining agent for the employed graduate students in the department, whether or not



the graduate students are members of the Union. Finally, the Union is currently involved in negotiations asking equal time for equal salaries, a demand made necessary because of the disparity between the number of hours worked by the various TA's.

**Political Science:** The Union is in the process of establishing more favorable hiring criteria in the department, but is waiting until related decisions made by the Graduate Division on graduate support are made more clear.

**Italian:** The Union in the Italian department shares a problem with the other Romance language departments, and that is the lack of a PHD degree in the specific language, with only a PHD in Romance Languages available to graduates in Italian and Spanish. Last year, a PHD in French was instituted, and the Union's Italian TA's are now petitioning for such a degree in Italian. They have successfully used the petition technique to secure a change in the Italian library rules, to keep the library open in the evening.

**Institute of Industrial Relations:** By Sid Ingerman

In view of problems of defining appropriate relations between our union committees and various departments we think it instructive to all concerned to see how one institute has dealt with the problem. The following is a communication from the Director and Associate Director of the Institute of Industrial Relations to the Institute's bargaining committee, Local 1570, AFT:

function of this Institute is more important than assistance in professional training and support of the Graduate Research Assistants. In our opinion the efficiency with which the Director and the Associate Directors have discharged this task has been appreciably increased by various discussions with representatives of the IIR Shop of Local 1570, AF of T in the course of the past several months. During the course of these discussions, problems of mutual concern have been frankly raised and amicably resolved. These problems have included assignments of individual GRA's, working conditions in Institute Offices, salary scale administration, equipment procurement, and assorted individual grievances.

In view of this mutually rewarding experience and of the dynamic character of University life in general, we shall be happy, on our behalf, to continue discussing with representatives of Local 1570 problems in these and other areas as they may arise in the future. We are certain that you will appreciate that, in the future as in the past, our administrative actions will be governed by official campus and University-wide policies and also that discussions with representatives of the union will not preclude discussions with individual GRA's on their own behalf.

Signed Lloyd Ulman  
Director

Margaret S Gordon  
Associate Director

Nov. 29, 1965

TO: Bargaining Committee, IIR  
Shop, AFT Local 1570

It is our conviction that no

MEMBERS OF THE EAST BAY UNITED  
CRUSADE

Mrs Raymond Peters	843-4128
Mrs Rodney Southwick	841-1064
Mrs Marvin Thompson	524-3668
Mrs James Turner	848-8849
Mrs James Wellington	526-8690
Mrs J. Y. Beach	843-7585
Mrs T.C. Broyer	848-7327
Mrs Delmer Brown	848-9002
Mrs Wilson Combs	653-7232
Mrs Lawrence Dillon	843-7131
Mrs James Dorst	654-4163
Mrs John Fawcett	848-4613
Mrs E. R. Fitzsimmons	526-5115
Mrs Norman Hearn	524-4890
Mrs William Kennedy	848-4518
Mrs Thomas Kent	848-2041
Mrs Ernest Lawrence	848-0053
Mrs Roger Lee	524-5572
Mrs Leonard Loeb	848-7882
Mrs Austin Olson	845-1698

EDITORS' NOTE

Please address any articles,  
questions, letters, or questions  
to Keith Nason, 1946 Dwight Way,  
Berkeley, TH9 0944